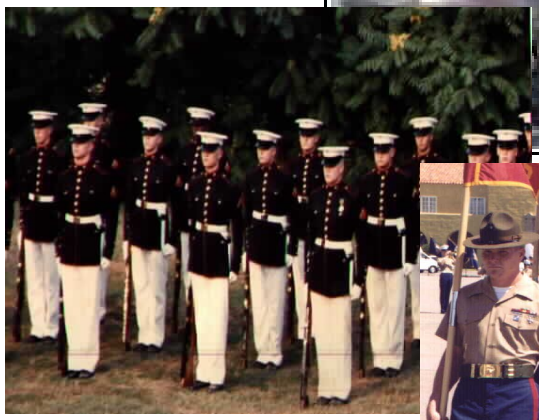
Team Marine

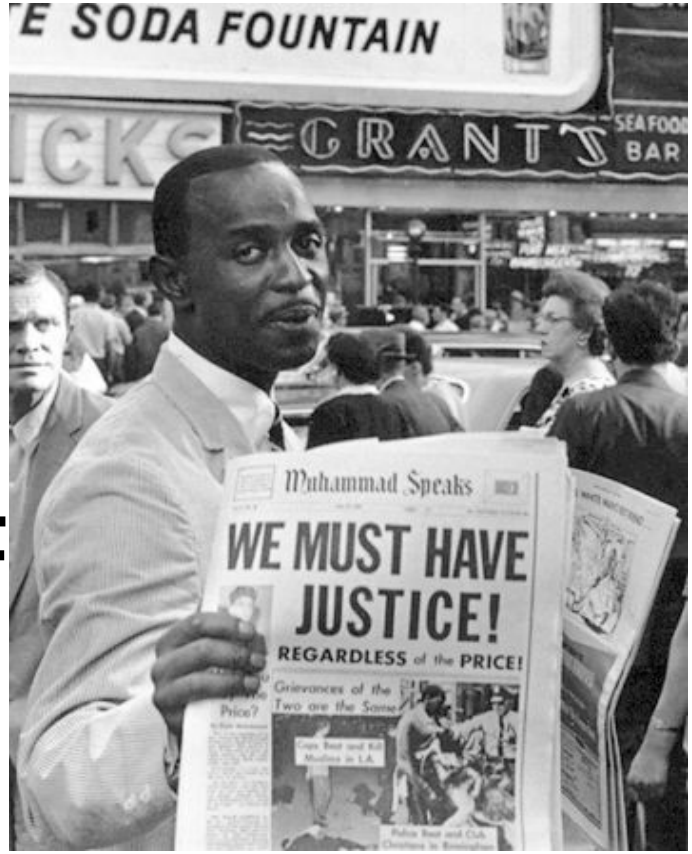
Expectations of Marines

- To be part of our Corps vision
- To receive honest feedback
- To be treated professionally and respectfully
- To be valued as unique individuals
- To be fully accepted as a Marine



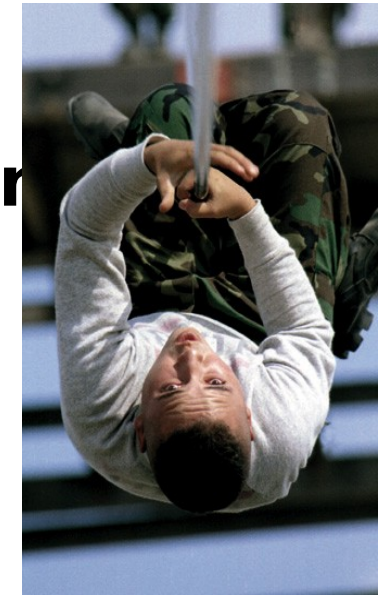
Overview

- Differences
- Perceptions
- Stereotypes
- Bias
- Prejudicial treatment
- Discrimination
- Racism



Purpose

- Improve our ability to work together
- Understand how each Marine brings strength to the Corps
- Learn how to avoid prejudicial treatmer and discrimination
- Improve and encourage communication



Teamwork

- Working together to achieve common goals
- Recognize individual achievement
- Teacher/scholar relationship
- Capitalize on strengths, improve on weaknesses

Core Values

- **HONOR**
- **COURAGE**
- **COMMITMENT**

CMC's EO Statement

THE COMMANDANT'S EQUAL OPPORTUNITY STATEMENT

Since 1775 the Marine Corps has been America's fighting force of choice. We have earned this distinction by winning battles where Marines succeeded by trusting and depending upon each other at critical moments on the battlefield.

This trust is instilled in Marines from the earliest moment we begin training. It is no secret that our Corps succeeds as the individual Marine succeeds. Every leader must therefore create an environment that molds individual Marines into a unit. Every level of leadership must afford the individual Marine the opportunity to be successful by creating an environment that fosters trust, unit cohesion, and victory on the field of battle.

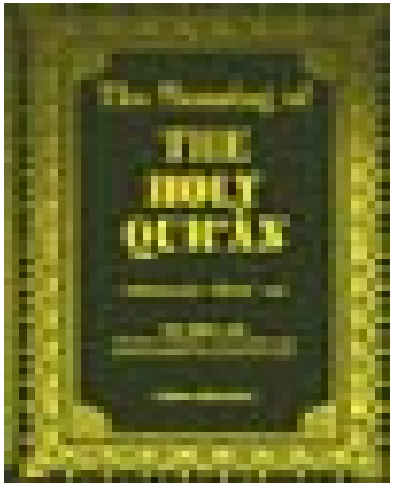
Leaders will instill the stamina and toughness in each individual Marine while creating an environment that values honor, integrity and caring for their fellow Marines. This desirable environment, free of prejudice, disrespect, and mistrust, exists when we treat each other with dignity and respect. Therefore, I charge every member of our Corps to hold each other accountable for adherence to these standards.

I will not tolerate behavior inconsistent with our core values of honor, courage, and commitment. Commitment to equal opportunity enhances unit cohesion and our war-fighting superiority. Most importantly, those individual differences brought together at boot camp and OCS and molded into a common heritage as America's Marines, will make us better and stronger as we continue to win our country's battles at home and abroad.

M. W. Hagee
General, U.S. Marine Corps
Commandant of the Marine Corps

Differences

- Age
- Gender
- Race
- Religion
- Color
- National Origin



Perceptions

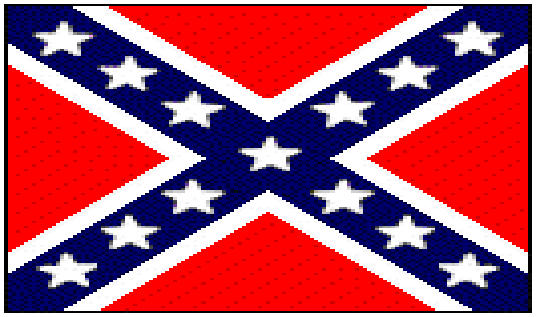
- **Belief that something is true**
- **Mental image formed through observation**
- **Tendency to overlook facts which do not support our beliefs**
- **Can affect an individual or a unit**

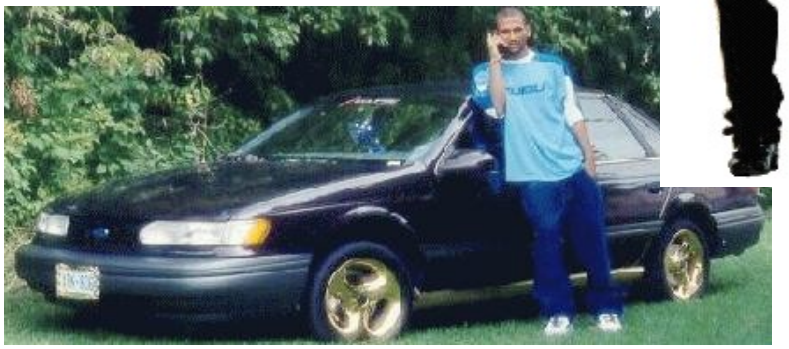
Perceptions

- Check perceptions for accuracy
- False perceptions must be corrected
- Unit readiness impacted
- Think before you act

Stereotypes

- Perceptions about groups of people
- Narrow, rigid & judgmental
- Use to justify our beliefs about others
- Are always harmful





Bias__

- **Unreasonable and unfair distortion of judgement**
- **Major cause of personal bias is not understanding why people are different**
- **Can impact on an individual or a unit**

Impact of Bias

- Individuals treated unfairly
- Detracts from effective leadership
- Affects decision making
- Be aware of personal bias

Final Filter

- Why did I choose this option
- Is my choice fair to all stakeholders
- Does my decision violate any laws or regulations
- If everyone followed my example would the effect be favorable
- Do I need to modify my decision based on my above responses

Prejudicial Treatment

- When bias affects our ability to judge and treat others fairly
- In response to long-held personal beliefs
- Results in unfair treatment and impacts on teamwork

Discrimination

- Denies equal treatment because of differences
- Actions based on age, gender, race, ethnic group, or background
- Unacceptable conduct

Racism

- Belief that some races are superior and others are inferior
- Extreme form of prejudice
- Denies respect to others because of their race
- Impacts on the individual and the unit

Added Stress

- **Anxiety felt by members of a specific group**
- **Belief that an individual represents all members of the group**
- **Singling out people due to differences contributes to added stress**

Corrective Action

- **Inspect Yourself**
- **Ask questions**
- **Be a role model**
- **Communicate**

Summary

- Manage personal bias
- Correct actions of others
- Take responsibility
- Judge individuals on their merits
- Communicate!

What Color is Honor?
What Religion is Cour
What Gender is Commit
© Eric Knight Holbrook • www.ekholbrook.com